

Monday Memo

Upcoming Dates

APRIL

- 9 STA Convention - Aboriginal Site Registration Opens
- 10-12 SURT - Staff Rep Training (Full)
- 11 STA Convention - Registration Opens
International Day of Pink
- 17 Executive Committee Meeting
- 18 STARA Meeting
- 18-19 SURT - Staff Rep Training
- 23-24 SURT - Staff Rep Training
- 24 Executive and Committee Chairs Liaison Meeting
- 28 National Day of Mourning

Childcare for STARA meeting

Do you need childcare in order to attend the upcoming STARA meeting?

If so, please contact **ESTHER** ASAP as final numbers need to be confirmed by **April 11, 2018**. You also have the option of finding your own child care and submitting the receipt to the STA for reimbursement.



STARA Meeting & Election of Pensions Chair

Hey teachers! Did you know that the next STARA meeting is scheduled for **Wednesday, April 18 at 4:00 PM**? Everyone is welcome to attend! This is an opportunity to check in with schools from across the district and hear what kinds of issues they've been facing at their sites. Members of the STA Executive will be available to answer any questions, and Grievance Officers will provide an update. During this meeting, there will be an election for the position of Pensions Chairperson.

If you are a School Union Representative, please ensure that at least one representative from your school is able to be there to vote for the election of Pensions Chairperson, and the Executive recommendations being presented.

Please note: Although any member may attend a STARA meeting, only staff reps, members of the Executive Committee, and representatives of standing committees are eligible to vote.

If you're interested in running for the position of Pensions Chairperson, please come to the meeting!

The duties of this position under our Policies and Procedures are to:

- keep the members of the Association informed regarding pension matters by holding a minimum of one seminar on pensions issues per year;
- accept or initiate for discussion and possible action, proposals for the changing of the Pensions Act; and
- study proposals of the BCTF Pensions Committee and propose amendments, if it appears in the best interest of the teachers to do so

In addition, the Pensions Chairperson may recommend for Executive approval, a committee of up to 4 additional STA members at least one of whom should be a retired teacher.

Lost Prep for Teachers Retiring or Leaving District

Under the Collective Agreement, employees who lose prep are entitled to prep recovery "at a time agreed to as convenient to the school administration and the employees involved" (Art. D.4.9.c). Prep that is not recovered by the end of the year carries over to the next school year (Art. D.4.9.f).

The Collective Agreement does not provide for the recovery of lost prep via monetary payout. Although, historically, there have been occasions when the District has agreed to monetary payouts of prep time owed, when the STA approached the District late last school year about doing so again, their response was no.

The Collective Agreement also does specify what happens if a teacher, who is owed prep that has not been repaid, leaves the District, such as when they retire.

If you are approaching retirement and are owed lost prep, our advice is to:

- a. flag the issue for your principal, and ask how you will be able to recover your lost prep before retirement, and
- b. inform the STA (via email to 1st VP, **MATT WESTPHAL**) that you are nearing the end of your employment with the District and still have lost prep. It is easier for us to advocate on behalf of members in this situation where we have specific examples.

International Day of Pink – April 11, 2018



The International Day of Pink is held annually on the second Wednesday of April. It's a day to raise awareness and to stop homophobia, transphobia and all forms of bullying and discrimination. Celebrate diversity, challenge stereotypes and wear pink on April 11! [RESOURCES, LESSON PLAN SUGGESTIONS, AND IDEAS ARE AVAILABLE](#) from the BCTF

Seeking Volunteers!

THE UNION PROTEIN PROJECT (formerly the Protein for People organization) is looking for volunteers to help with food distribution at Lena Shaw Elementary on Saturday, April 21, 2018. If you could give a couple of hours of your time to help out, it would be great! We are pleased to participate in this multi union project to supplement the protein available at food banks. There is so much poverty and hunger in our district, it is wonderful to work together to alleviate it. Please email [JULIA MACRAE](#) to let her know about your availability.

Job Share Update

Were you interested in job sharing, but unable to secure a partner due to the timelines of entitlement rollout?

The District has said that in unique situations, late job share applications will be accepted and considered on a case-by-case basis.

If you think this applies to you, the District suggests that you consult with your principal regarding flexibility around the job share deadline and submit your application as soon as possible. If you have any questions, or would like more specific information as it pertains to your unique situation, please don't hesitate to contact [JOANNA CERAZY](#), Grievance Officer.

School Union Representative Training - April 18, 19, 23, & 24, 2018

Creating Inclusive Spaces: Applying an Equity and Inclusion Lens to Your Local, Schools and Classrooms

This workshop will provide teachers with strategies to help contribute to more inclusive environments. Participants will be introduced to a number of barriers to inclusion based on race, gender identity, sexual orientation, class and physical ability. They will then explore strategies and resources available on the BCTF Equity and Inclusion webpages to address these barriers. Through an inquiry model, participants can begin thinking about specific actions they can take in their classrooms, schools, locals, and communities.

Since this workshop is Social Justice related, it could be a wonderful opportunity for Staff Reps to invite their Social Justice Rep to participate, or anyone who may be interested in becoming a Social Justice Rep. If you have any questions, please feel free to ask [JULIA MACRAE](#), 2nd Vice-President.

Step 1: [REGISTER ONLINE](#)

Due to limited parking at the STA office, please try to carpool, take public transit, arrive early, or be willing to park elsewhere in the neighbourhood.

Step 2: Book your TTOC/LOA (once registration confirmation is received)

Leave type: STA business (article G.21.7.h)

Details: School Union Rep Training

Leave: with pay

Cost of TTOC: to be borne by STA Attention: Julia MacRae

The STA office is scent-free! please refrain from wearing perfumes, colognes, and other scented products at all sta events. thank you!

Settlement Agreement: Failure to Shortlist Candidates on the Basis of Seniority

At the end of the 2016 school year, the Surrey Teachers' Association filed a grievance regarding the fact that the Employer had engaged in the practice of not shortlisting teachers according to seniority while awarding positions in Rounds One and Two.

Even though there is language in the Collective Agreement (Article E.28.6) that talks about the steps that need to be followed while awarding positions, we believed that it was not always adhered to and that teachers with more seniority were sometimes skipped in the process. Recently, we have signed a Letter of Agreement with the Employer that clarifies the shortlisting process. It specifies that all qualified applicants will be shortlisted in order of seniority and that all applicants who are shortlisted will be offered interviews. Please read the Signed Letter of Agreement, in full, [ONLINE](#).

Pension Update

Did you know that the BCTF pension program underwent some changes, and a “new era” started on **January 1, 2018**? The changes bring equity among all members (classroom teacher or TTOC) and increase the lifetime pension amount.

Over Spring Break, the Pension Report was presented at the BCTF Annual General Meeting. It included the good news that the plan is performing better than expected, resulting in a surplus. The PowerPoint from the Pension Report can be viewed [ONLINE](#), and more information is available from the [BCTF WEBSITE](#).

Information sessions are being offered to further explain these improvements. Locally, there will be a session in Langley on **May 28, 2018**, and in Burnaby on **June 11, 2018**.

STA Convention

Registration for the Annual STA Convention is opening this week!

We are pleased to announce that Charlie Demers will be giving the keynote presentations at each of the Convention sites!



Charlie Demers is an author of five books and stand-up comedian. His collection of essays, *Vancouver Special*, was shortlisted for the Hubert Evans BC Book Prize for Non-Fiction. He is also the author of “*The Prescription Errors*,” “*The Horrors: An A to Z of Funny Thoughts on Awful Things*” and his newest book “*The Dad Dialogues*” co-written with George Bowering (2016) and coming in Spring 2018, his newest book, “*Property Values*”. He has performed for national television and radio audiences and at the Just for Laughs Festival. He is also one of the most frequently returning stars of CBC Radio’s smash-hit comedy show *The Debaters*. By combining political humour that’s never shrill or self-righteous with broader jokes that are never thoughtless, Charlie is equally well-received whether delivering jokes in a sports bar or emceeing a gala for the Canadian Centre for Policy Alternatives.

The Aboriginal focus site (Earl Marriott) will be open as of **Tuesday, April 10, 2018**, with the rest of the sites (Johnston Heights, Kwantlen Park, Semiahmoo) opening on **Wednesday, April 11, 2018**. The registration link will be up on the [WEBSITE](#) once registration is open! Set a reminder on your phone so you don’t miss out on your preferred workshops as space will fill up quickly! If you’re able to volunteer for a period of time on the day of, the Committee would happily accept your help in assisting attendees with finding their workshop or any last-minute registrations. Contact STA Pro-D officer, [JUNE JAMES](#), if you’re able to help out or if you have any questions.

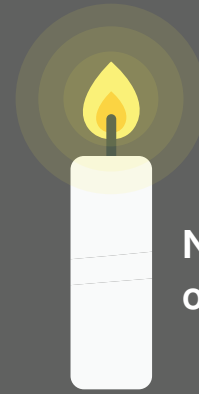
Day of Mourning: BC Schools Project

Can you be our school contact? The STA is looking for a teacher (or team of teachers) from [EACH](#) secondary school/learning centre to spearhead activities at their school honouring the Day of Mourning during the week of **April 23-27, 2018**.

Resources, activity suggestions, and lesson plans for Honouring the Day of Mourning and Educating about Young Worker Safety will be provided. In the past, this event has been organized by Social Studies teachers, Career teachers, and/or Student Leadership programs in conjunction with the Administration team. [READ THE FULL PROJECT DESCRIPTION HERE](#).

We hope all 24 Surrey secondary schools will join the over 140 other schools who have signed up from around the Province to participate in this event. There are prizes to be won!

If you’re able to be the school contact for this important project, please contact STA Health & Safety officer, [KRISTINE OLSEN](#).



National Day of Mourning

On April 28, 2018, we pause to remember those workers who were killed while at work and those who are still suffering from a work-related injury or illness. Education is the key to prevention! More information from the BC Federation of Labour is [AVAILABLE ONLINE](#).

Joke of the Week



Why did the banana go to the doctor?

It wasn’t peeling well!

Thanks to Leigh H.’s daughter for this week’s joke!

If you have a short, clean, (but not necessarily education-related) joke, please email it to [KELLY](#).

If your joke is drawn for publication, you will be entered into the monthly prize draw for a **\$25 Indigo gift certificate**.

CONTACT US!

Reach us by phone at **604-594-5353** or via [EMAIL](#).

Please do not hesitate to call the STA office whenever you have a question or concern. We cannot emphasize enough the importance of getting advice from your Union on any employment related issue, even if it’s only to confirm information you’ve received from another source.